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ABSTRACT

A follow-up study of graduates of William Rainey Harper College's (WRHC's) Dietetic Technician program was conducted during Fall 1979 to evaluate and to obtain externally required information about the program. A questionnaire was mailed to all 47 students who graduated from the program between 1975 and 1979 requesting information on employment status, continuing education since leaving WRHC, length of current employment, salary, difficulty in and method of finding a job, relatedness of employment to major, job duties performed and how well prepared the student felt in each duty, job satisfaction, and professional association involvement. Selected findings, based on an 83% response rate, include the following: (1) 75% of the graduates were employed, 60% in full-time positions; (2) 21% indicated they had had some difficulty in obtaining employment; (3) average salary for these graduates ($10,500) was lower than the average salary ($11,700) for all WRHC career graduates; (4) 80% of the respondents were well satisfied with their jobs; (5) graduates reported being well prepared for almost all of the tasks required by their job; and (6) the program was felt to be very relevant to their jobs. The study report details methodology and findings and includes data tables and the survey instrument. (Author/KL)

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FOLLOW-UP STUDY OF DIETETIC TECHNICIAN GRADUATES, 1975-1979.

Volume 10, Number 14.

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JC 810 591

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ABSTRACT

THE PURPOSE OF THIS DIETETIC TECHNICIAN GRADUATE FOLLOW-UP STUDY WAS TO PARTIALLY EVALUATE THE DIETETIC TECHNICIAN PROGRAM AND PARTIALLY TO OBTAIN EXTERNALLY REQUIRED INFORMATION ABOUT THE PROGRAM. ALL 47 GRADUATES OF THE PROGRAM FROM 1975 TO 1979 WERE INCLUDED IN THE STUDY. AFTER THE SURVEY INSTRUMENT WAS ORIGINALLY MAILED TO THEM, A FOLLOW-UP MAILING ENSUED AND THEN TELEPHONE CALLS PURSUED THOSE STILL NOT RESPONDING. WITH THE COMPLETION OF THE FOLLOW-UP CAMPAIGN, 83 PERCENT OF THE ORIGINAL TARGET POPULATION HAD RESPONDED.

RESULTS OF THE STUDY SHOWED THAT CLOSE TO 60 PERCENT OF THE GRADUATES WERE EMPLOYED FULL-TIME AND OVER THREE-FOURTHS WERE EMPLOYED EITHER FULL OR PART-TIME. ABOUT 21 PERCENT OF THOSE SURVEYED INDICATED THEY HAD SOME DIFFICULTY IN OBTAINING EMPLOYMENT. AVERAGE SALARY ($10,500) FOR THESE GRADUATES WAS LOWER THAN THE AVERAGE SALARY ($11,700) FOR ALL HARPER CAREER GRADUATES. THE VAST MAJORITY (80PCT) OF THESE DIETETIC TECHNICIAN GRADUATES WERE WELL SATISFIED WITH THEIR JOBS. GRADUATES ALSO REPORTED BEING VERY WELL PREPARED FOR ALMOST ALL THE TASKS THEY PERFORMED AND THE DIETETIC TECHNICIAN PROGRAM APPEARED TO BE VERY RELEVANT TO THE TASKS REQUIRED IN THE FIELD.

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Purpose

The purpose of this Dietetic Technician Graduate Follow-up study was to partially evaluate the Dietetic Technician Program and partially to obtain externally required information about the program. The study was requested by the Dietetic Technician Program Coordinator, Henriette Gebert.

Population Surveyed

All 47 graduates of the Dietetic Technician Program in the period from 1975 to 1979 were included in this study. After the initial mailing and the subsequent follow-up proceedures, the following survey response rates were obtained from these graduates:

Response Situation	N	PCT
Returned survey by mail	32	68.1
Answered survey questions over the telephone	7	14.9
Total responses	39	83.0
Original mailing returned non-forwardable	2	4.2
Unable to reach by telephone	4	8.5
Moved out-of-state - chose not to call long-distance	2	4.3
Total non-responses	8	17.0
Total target population	47	100

The 83 percent response rate is very acceptable and insures against any response bias. Thus the responders should be very representative of the entire target population.

Method

The survey instrument shown in the appendix was developed jointly by the Coordinator of the Dietetic Technician Program, Henriette Gebert and the Office of Planning and Institutional Research. This instrument was mailed to all members of the target population along with the cover letter shown and a stamped return envelope. After three weeks another survey instrument was mailed to those not responding. After another three weeks those still not responding were telephoned and asked either to return the survey by mail or answer the questions over the telephone.

Conclusions

After graduating from the Dietetic Technician Program at Harper 59 percent were employed full-time and a total of 77 percent were employed either full or part-time. In terms of difficulty of finding employment some 8 percent are unemployed seeking employment while 5 percent have part-time jobs but prefer full-time employment and another 8 percent are employed full-time but found their jobs with difficulty. Thus about 21 percent experience difficulty in finding employment. Over half of those employed found their job either through the program Coordinator, Henriette Gebert or found their jobs by themselves.

The average salary of those graduates employed full-time was $10,500 which is less than the overall average salary of $11,700 for all career graduates. Over three-fourths feel their job matches their skills well and close to 80 percent are satisfied with their job. A very high percentage (70 percent) belong or are joining the American Dietary Association but interest in other professional associations is considerable less.

The tasks most performed by those employed in Dietetic Technician field were processing diet changes and visiting client to obtain feedback. The least performed tasks were cost control & analysis, preparing food specs for purchasing, supervising & training of other employees and helping in the education process of the client.

The former students feel very well prepared for almost all the tasks performed in the field with the possible exception of analyzing menus for cost purposes and providing food specs for purchase. Even in these cases graduates report they are adequately prepared and moreover, these two tasks are seldom performed in practice.

About a third of the graduates have continued their education since leaving Harper at a number of colleges and hospitals. Nutrition is the subject most ofter pursued.

Details of the results of this follow-up study are shown in the tables in the following section.

DETAILED RESULTS

Follow-up Survey of Dietetic Technician Graduates

1. Employment Status

	N	PCT
Employed full-time	23	59.0
Employed part-time	7	17.9
Not employed but seeking employment	3	7.7
Not employed homemaker	5	12.8
Not employed other reasons	1	2.6
Total	39	100

2. Full-Time Employers

Employer	N
Lutheran General Hospital	4
St. Joseph Hospital	1
Alexian Brothers Hospital	1
Good Shepherd Hospital	1
Suburban Medical Center H.E.	1
Rush-Presbyterian St. Lukes M.C.	1
Good Samaritan Hospital D.G.	1
Resurrection Hospital	1
Northwest Community Hospital	1
Sub-total hospitals	(12)

Employer	N
Lake Co. Health Dept	1
Dr. Alan Lauter B.G.	1
Friendship Vil. Schaumburg	1
Sub-total health related	(3)
Quaker Oats	2
John Hancock Mutual L.I.	1
Kraft Inc.	1
U.S. Navy	1
Sub-total other major employers	(5)
Technical Publishing B.	1
David-Joseph-Deerfield	1
Sub-total other small employers	(2)
Not Specified	1
Grand total employed full-time	23

3. Part-Time Employers

Employer	N
Suburban Medical Center	1
Kishwaukee Community Hospital	1
Sherman Hospital	1
Sub-total hospitals	(3)
Bayview Manor Nursing Home-Seattle	1
Sub-total health related	(1)

Employer	N
Ascension Church	1
Hagenbring's Fabrics	1
"The Coachlight"	1
Total other employers	(3)
Grand total employed p-t	7

4. Full-Time Job Titles

Title	N
Dietetic Technician	11
Nutritionist	1
Nutrition Aide	1
Senior Technician Sensory Evaluation	1
Sensory Technician	1
Sub-total dietetic & related fields	(15)
Lab Technician	1
Food Service Worker	1
Orthodonic Asst.	1
Sub-total possible related fields	(3)

Title	N
Claims Approver	1
Reader Service Clerk	1
Office Manager	1
Activities Cord.	1
Bus. Adm.	1
Sub-total other fields	(5)
Grand total f-t	23

5. Part-Time Job Titles

Title	N
Dietetic Technician	2
Dietary Aide	1
Dietetic Asst. relief or relief diet supervisor	1
Dietetic & related fields	(4)
Rectory cook	1
Possible related fields	(1)
Sales lady	1
Clerk	1
Other fields	(2)
Grand total p-t	7

6. Relatedness of Present Job to a Dietetic Technician

Degree of Relatedness	Full-Time Employees		Part-Time Employees		Total Employed	
	N	PCT	N	PCT	N	PCT
Identical	11	47.8	2	28.6	13	43.3
Related	6	26.1	3	42.8	9	30.0
Not related	6	26.1	2	28.6	8	26.7
Total	23	100.0	7	100.0	30	100.0

7. Annual Salary for Those Employed Full-Time

Salary Range	N	PCT
Under $5,000	1	4.8
$5,000 to $7,999	0	0
$8,000 to $8,999	3	14.3
$9,000 to $9,999	4	19.0
$10,000 to $10,999	5	23.8
$11,000 to $11,999	3	14.3
$12,000 to $15,000	5	23.8
Sub-total	21	100.0
No salary specified	2	9.1
Total	23	

Mean salary $10,524
Median Salary $10,500

8. Difficulty in Finding a Job

Difficulty Description	F-T EMP		P-T EMP		Total EMP	
	N	PCT	N	PCT	N	PCT
Had job lined up before graduation	7	30.4	1	20.0	8	28.6
Found job fairly easily after graduation	13	56.5	4	80.0	17	60.7
Found a job, but only with much difficulty	3	13.1	0	0	3	10.7
Sub-total	23	100	5	100	28	100
Didn't respond to item	0	0	2	28.6	2	6.7
Total	23		7		30	

Two of the part-time employees were seeking f-t employment in their field

Comments

I was very disappointed to find jobs in our field very hard to come by. In my two years at Harper I was always told there were many jobs with good pay, hours, and learning experiences. This is not true, so I had to settle for an unrelated type job.

9. How Former Students Found Their Job

Method	F-T Emp N	F-T Emp PCT	P-T Emp N	P-T Emp PCT	Total Emp N	Total Emp PCT
The coordinator, Mrs. Gebert helped	7	36.8	0	0	7	26.9
Found job by myself	4	21.0	3	42.8	7	26.9
Friend or relative helped	3	15.8	1	14.3	4	15.4
Newspaper ad or employer publication	2	10.5	1	14.3	3	11.5
Employer approached person	1	5.3	1	14.3	2	7.7
Employment agency	1	5.3	0	0	1	3.9
Had job already before graduation	1	5.3	0	0	1	3.9
Teacher at college now attending helped	0	0	1	14.3	1	3.8
Sub-total	19	100	7	100	26	100
Didn't respond to the item	4	17.4	0	0	4	13.3
Total	23		7		30	

Frequency Dietetic Technician Duties Performed

Duty	N	PCT Never Performing Duty	Frequency Index*
Processes diet changes, diet orders and menus	17	11.8	1.65
Visits patients daily to assure diet & meal satisfaction and to assist them with meal selection	17	11.8	1.59
Communicates pertinent information on patient's or client's care to those it is of professional benefit by written record, by charting and by spoken conference	17	11.8	1.41
Writes accurate menus for modified diets from patterns established by dietitian or from master menus as nutritionally adequate as possible within diet restrictions	17	23.5	1.41
Assists the dietitian with the development of a nutrition care plan for each client and carries out the provisions of each plan as assigned	17	17.7	1.35
Maintains sanitation & safety standards in the exercise of food and nutrition service	17	17.7	1.35
Calculates calories and their distribution over meal times in a daily diet pattern as in calories controlled diets	17	23.5	1.35
Obtains an accurate diet history from clients or patients	16	25.0	1.31
Gives routine uncomplicated diet instructions as directed	16	25.0	1.31
Makes adequate food substitutions when needed for unavailable foods of equal nutrient value	17	23.5	1.24
Calculates specific nutrient values as required, using approved food composition tables	17	29.4	1.12
Collects & maintains food intake records of clients as required	17	35.3	1.06
Inspects trays for quality, portion sizes and accuracy	17	35.3	1.00
Assists in cost control by compiling an accurate meal census & maintaining a current patient's cardex	17	41.2	.94
Participates effectively in staff meetings & prepares appropriate records for same	17	35.3	.88
Writes adequate & accurate menus for clients's use at home which will consider client's purchasing power, available food preparation equipment and cooking skills	17	47.1	.82
Demonstrates & advises on specific recipe preparation to meet the individual needs of clients	17	47.1	.76
Assists the dietitian by compiling information and information sources as needed	16	37.5	.69
Supervises nourishment and tray delivery	15	46.7	.67
Supervises subordinate employees, including their scheduling, as delegated by the dietition	17	58.8	.59

Frequency Dietetic Technician Duties Performed (continued)

Duty	N	PCT Never Performing Duty	Frequency Index*
Trains new employees as delegated by dietitian	17	52.9	.53
Assists the dietitian with group classes which may involve instruction developing literature & preparing audio-visual materials	16	58.8	.38
Assists other department personnel with food specifications & food purchasing requisitions	17	64.7	.35
Analyzes menus to provide cost of preparation when necessary	17	82.4	.29

*Index 2= Perform often 1= Perform occasionally 0= Never Perform

Other Duties Performed

As a hospital employed technician, my job is more demanding than others in the same field. Every other weekend and on other occasions there is no dietitian on duty so my responsibilities are such that all decisions and responsibilities concering the diet office and kitchen rest with me. I feel the experience this has afforded me is irreplacable.

Meal tallying and filling production sheets for cooks. Patient visitation for food preferences. Answering phones, updating nourishment book and dietitians cardex, passing and collecting menus and filling in for dietitian on weekends.

Process tube feeding orders, supplimenting patients meals with nourishments, make records of nourishments in nursing cardex.

Train and supervise dietetic-interns during intership program every 6 months.

Cook food in large quantities and serve food on trayline. Deliver nourishments to nursing floors and tabulate amount sent assigning prices for each floor. Set up and serve on careteria line, collect money for register and count money daily as received in cafeteria.

The hospital opened Oct. 17, 1979 and already has 65 patients. I'm the only dietetic technician and find there isn't enough time in the day to visit, take diet histories, instruct patients on appropriate diets. I also check the trayline and help keep the diet office flowing smoothly. Since there is still a lot of confusion at times, I try to help clarify things with portion control, checking the tally and production sheets at times.

Presets trays, dishes up plates from the steam table, waits on residents in the dining room, answers the phone, stock work, fills in for absent employees and writes food production sheets constantly

Degree to Which Dietetic Technicians are Prepared for Duties

Duty	N	PCT Inadequately Prepared	Preparation Index*
Gives routine uncomplicated diet instructions as directed	15	0	1.87
Visits patients daily to assure diet & meal satisfaction and to assist them with meal selection	16	0	1.81
Processes diet changes, diet orders and menus	16	6.3	1.75
Obtains an accurate diet history from clients or patients	15	0	1.73
Makes adequate food substitutions when needed for unavailable foods of equal nutrient value	15	0	1.73
Calculates calones & their distribution over meal times in a daily diet pattern as in calorie-controlled diets	15	0	1.67
Assists the dietitian with the development of a nutrition care plan for each client and carries out the provisions of each plan as assigned	15	0	1.67
Assists in cost control by compiling an accurate meal census & maintaining a current patient's cardex	15	0	1.67
Maintains sanitation & safety standards in the exercise of food & nutrition service	15	6.7	1.67
Inspects trays for quality, portions sizes & accuracy	15	6.7	1.67
Trains new employees as delegated by the dietitian	14	0	1.64
Writes accurate menus for modified diets from patterns established by the dietitian or from master menus as nutritionally adequate as possible within the diet restrictions	16	0	1.63
Supervises nourishment & tray delivery	15	6.7	1.60
Calculates specific nutrient values as required, using approved food composition tables	14	0	1.57
Assists the dietitian by compiling information & information sources as needed	13	0	1.54
Communicates pertinent information on patient's or client's care to those it is of professional benefit by written records, by charting and by spoken conference	16	0	1.50
Collects & maintains food intake records of clients as required	15	6.7	1.47
Supervises subordinate employees, including their scheduling, as delegated by the dietitian	15	6.7	1.47
Participates effectively in staff meetings & prepares appropriate records for same	13	0	1.46
Demonstrates & advises on specific recipe preparation to meet the individual needs of clients	15	0	1.40

Degree to Which Dietetic Technicians are Prepared for Duties (continued)

Duty	N	PCT Inadequately Prepared	Preparation Index*
Assists the dietitian with group classes which may involve instruction, developing literature and preparing audio-visual material	15	0	1.40
Writes adequate & accurate menus for client's use at home which will consider client's purchasing power, available food preparation equipment and cooking skills	15	6.7	1.40
Assists other department personnel with food specifications and food purchasing requisitions	13	23.1	1.00
Analyzes menus to provide cost of preparation when necessary	13	23.1	.92

*Index 2= Very well prepared 1= adequately prepared 0= inadequately prepared

Continuation of Education

	N	PCT
Graduates who have continued their education since leaving Harper	13	33.3
Graduates who have not continued their education since leaving Harper	26	66.7
Total	39	100

Institution Attending

	N
Northern Illinois University	2
Seattle Pacific University	1
Mundelein College	1
University of Wisconsin (Whitewater)	1
Lutheran General Hospital	1
Rosary College	1
College of Lake County	1
Northeastern Illinois University	1
Moberly Jr. College	1
College of DuPage	1
Illinois State University	1
Sherman Hospital	1
Total	13

Major Field

	N
Nutrition	6
Medical in-service training	1
First aid review	1
English	1
Behavior modification	1
Jewish history	1
Art	1
Business	1
Total	13

Degree to Which Dietetic Technician Job Matches What Student was Prepared for

Degree Description	N	PCT
Students do feel that job allows them to practive skills they were prepared for	14**	77.8
Student feels she is qualified to supervise employees, instruct & direct others who are not familiar with food exchanges such as proper sanitation in preparing trays for patients. However, present job does not permit her to exercise these skills	1	5.6
Student feels she is qualified for charting & research but present job does not permit her to exercise these skills	1	5.6
Student feels she is qualified to interview & give diet instructions to patients but present job does not permit her to exercise these skills	1*	5.5
Student feels she is qualified for diet counseling, taking diet histories, calculating diets, teaching classes & writing menus but present job does not permit her to exercise these skills	1*	5.5
Total	18	100

Each * represents a student employed part-time

Satisfaction With Present Job

Degree of Satisfaction	Those Employed Full-time		Those Employed Part-time		Total	
	N	PCT	N	PCT	N	PCT
Very satisfied	9	60.0	2	50.0	11	57.9
Satisfied	4	26.7	0	0	4	21.0
It is bearable	2	13.3	1	25.0	3	15.8
Dissatisfied - looking for new emp.	0	0	1	25.0	1	5.3
Total	15	100	4	100	19	100

Involvement of Harper Graduates Employed in the Dietetic Field in Professional Associations

Professional Association	Active Member		Pay Dues Only		Applying for Membership		Not a Member		Total	
	N	PCT	N	PCT	N	PCT	N	PCT	N	PCT
American Dietetic Association	4	17.4	8	34.8	4	17.4	7	30.4	23	100
Illinois Dietetic Association	1	4.3	4	17.4	0	0	18	78.3	23	100
Local Dietetic Association	1	4.3	0	0	0	0	22	95.7	23	100
HIEFSS - Hospital, Institutional & Educational Food Service Society	4	17.4	1	4.4	1	4.3	17	73.9	23	100

A P P E N D I X

William Rainey Harper College
Algonquin and Roselle Roads
Palatine, Illinois 60067
312-397-3000

October 17, 1979

Dear Alumnus:

Again this year Dr. Lucas has asked me to enclose a short note with his follow-up survey questionnaire.

It is very important that you answer this questionnaire. Results are tabulated both for William Rainey Harper College and American Dietetic Association.

If you care to have any news about yourself or your family it will be included in the annual Newsletter. Dr. Lucas will forward your letters to our office if they are enclosed with his questionnaire.

General college enrollment is up this fall and the DIT Level One class opened with twenty-nine students.

Our greetings to you,

Sincerely,

Henriette Gebert

Henriette Gebert
Coordinator
Dietetic Technician Program

HG/ph

Follow-up Survey of Dietetic
Technician Graduates

1. Present employment status. Check (✓) one.

_____A. Employed full time.
_____B. Employed part time.
_____C. Not employed but seeking employment.
_____D. Not employed - homemaker.
_____E. Not employed - other reasons.

2. Describe any college courses, continuing education or in-service training since leaving Harper.

College or Institution	Describe major field, type of continuing education or in-service training.
_____	_____
_____	_____
_____	_____

(If you are not employed, you may stop here and return survey form)

3. Give name and address of employer

_____

_____

4. Give your job title

_____

5. How many months have you been employed with this employer at this job? _____

6. What is your annual salary if you work full-time? Check (✓) one.

_____A. Under $5,000
_____B. $ 5,000 - $ 6,999
_____C. $ 7,000 - $ 7,999
_____D. $ 8,000 - $ 8,999
_____E. $ 9,000 - $ 9,999
_____F. $10,000 - $10,999
_____G. $11,000 - $11,999
_____H. $12,000 - $15,000
_____I. Over $15,000

If you work part-time, what is your hourly rate? $_____ per hour.

7. How difficult was it for you to find a job? Check (✓) one.

_____A. I had my job lined up before I graduated.
_____B. I found my job fairly easily after graduation.
_____C. I found a job, but only with much difficulty.

8. How did you find your job? Check (✓) one.

_____A. The coordinator, Mrs. Gebert, helped me.
_____B. A contact made in the internship program helped me get my job.
_____C. Other (specify) _____

_____

9. How related is your employment to a dietetic technician? Check (✓) one.

_____A. It is identical.
_____B. It is closely related
_____C. It is not related

(If your work is not related to a dietetic technician, you may stop here and return the survey form.)

10. Look over the following job description and indicate what duties you perform and how well prepared you feel in each area.

Duties and responsibilities	I perform this duty often	I perform this duty occasionally	I never perform this duty	I feel very well prepared in this area	I feel adequately prepared in this area	I feel inadequately prepared in this area
A. Planning nutritional care						
1. Writes accurate menus for modified diets from patterns established by the dietitian or from master menus as nutritionally adequate as possible within the diet restrictions						
2. Processes diet changes, diet orders, and menus						
3. Obtains an accurate diet history from clients or patients						
4. Calculates specific nutrient values as required, using approved food composition tables						
5. Calculates calories and their distribution over meal times in a daily diet pattern as in calorie-controlled diets						
6. Assists the dietitian with the development of a nutrition care plan for each client and carries out the provisions of each plan as assigned.						
7. Writes adequate and accurate menus for client's use at home which will consider client's purchasing power, available food preparation equipment, and cooking skills						
8. Makes adequate food substitutions when needed for unavailable foods of equal nutrient value						

Duties and responsibilities (cont'd)	I perform this duty often	I perform this duty occasionally	I never perform this duty	I feel very well prepared in this area	I feel adequately prepared in this area	I feel inadequately prepared in this area
B. Communication thru Records and Record Keeping						
1. Communicates pertinent information on patient's or client's care to those it is of professional benefit by written record, by charting, and by spoken conference						
2. Analyzes menus to provide cost of preparation when necessary						
3. Collects and maintains food intake records of clients as required						
C. Teaching and Counseling						
1. Visits patients daily to assure diet and meal satisfaction and to assist them with meal selection						
2. Gives routine uncomplicated diet instructions as directed						
3. Demonstrates and advises on specific recipe preparation to meet the individual needs of clients						
4. Assists the dietitian with group classes which may involve instruction, developing literature, and preparing audio and visual materials						
5. Trains new employees as delegated by the dietitian						
D. Administrative Assistance						
1. Maintains sanitation and safety standards in the exercise of food and nutrition service						
2. Participates effectively in staff meetings and prepares appropriate records for same						
3. Assists other department personnel with food specifications and food purchasing requisitions						

Duties and Responsibilities (cont'd)	I perform this duty often	I perform this duty occasionally	I never perform this duty	I feel very well prepared in this area	I feel adequately prepared in this area	I feel inadequately prepared in this area
4. Assists in cost control by compiling an accurate meal census and maintaining a current patient's cardex						
E. Supervision						
1. Inspects trays for quality, portion sizes, and accuracy						
2. Supervises nourishment and tray delivery						
3. Supervises subordinate employees, including their scheduling, as delegated by the dietitian						
F. Research						
Assists the dietitian by compiling information and information sources as needed						
G. Performs other duties. Describe.						

11. Do you feel your job matches what you were prepared to do? Check (✓) one.

_____A. Yes, I feel my job allows me to practice the skills I was prepared for
_____B. No, I feel underemployed. I feel I am well prepared to perform the following duties which I cannot do on my present job (specify) _____

_____

_____

_____

12. How satisfied are you on your job? Check (✓) one.

_____A. I am very satisfied.
_____B. I am satisfied
_____C. It is bearable
_____D. I am dissatisfied and am looking for other employment

13. What are your activities in the following professional associations? Check the appropriate activity for each.

Association	Am an active member	Pay dues only	Am not a member
American Dietetic Association	_____	____	_____
Illinois Dietetic Association	_____	____	_____
Local Dietetic Association	_____	____	_____
HIEFSS - Hospital, Institutional and Educational Food Service Society	_____	____	_____